



ENVIRONMENTAL JUSTICE ACTION PLAN FOR FISCAL YEARS 2008 – 2009

**Prepared by EPA New
England's Environmental
Justice Council**

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**EPA New England
Environmental Justice Action Plan
Fiscal Years 2008-2009**

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I. MANAGEMENT ACCOUNTABILITY

A. Organizational Infrastructure and Management Support

During the 1980s, EPA became concerned that some racial, ethnic, and socioeconomic groups may have been suffering from a disproportionate share of environmental burdens. EPA NE responded by chartering an Environmental Equity Council to help shape and carry out environmental equity efforts. In 1993, the region developed and issued the first Environmental Equity Policy in the nation. Shortly afterwards, the states of New Hampshire and Connecticut promulgated the first state Environmental Equity Policies.

Since the 1980s, the concept that both federal and state governments embodied in their Environmental Equity Policies has been redefined to mean that no group of people, including any racial, ethnic, or socioeconomic group, should bear a disproportionate share of the negative environmental consequences resulting from industrial, municipal, and commercial operations or the execution of federal, state, local, and tribal programs and policies. This idea is now more commonly called environmental justice (EJ), and new EJ policies have replaced those promoting Environmental Equity.

EPA NE's commitment to environmental justice is evidenced by its management's leadership and support, especially the active ongoing participation of the Deputy Office Directors. EPA NE's commitment is further evidenced by the establishment of a regional EJ Council, charged with the responsibility of developing EJ guidance and implementation strategies to institutionalize EJ activities throughout the regional office. The EJ Council is comprised of the regional EJ Coordinator, the Deputy Office Directors and designated staff from each of the six program and administrative offices in the region, and is chaired by the Director of the Office of Civil Rights and Urban Affairs. Each Deputy Office Director and the EJ Coordinator is the lead for one or more of the objectives outlined in this document: Risk Reduction and Protection of Environment and/or Public Health; Outreach and Communication; Training; Federal, State, Tribal, and Local Government Coordination; Grants and Contracts Administration; and Environmental Justice Assessment.

In October 2001, Regional Administrator Robert W. Varney reaffirmed EPA NE's commitment to EJ by issuing a revised EPA New England Regional Policy on Environmental Justice. This policy sets the parameters and framework against which the region developed this and prior EJ Action Plans, with specific implementation strategies designed to institutionalize EJ in the region's daily work. The signed policy appears on the following pages.

EPA NEW ENGLAND REGIONAL POLICY ON ENVIRONMENTAL JUSTICE

Introduction: EPA New England (EPA NE) is committed to promoting and supporting Environmental Justice (EJ). EJ is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. Fair treatment means that no group of people, including any racial, ethnic, or socioeconomic group, should bear a disproportionate share of the negative environmental consequences resulting from industrial, municipal, and commercial operations or the execution of federal, state, local, and tribal programs and policies.

EPA NE personnel shall consider questions of EJ in all Regional activities including employment, education and outreach, regulatory activities, data management, enforcement, contracts and grants, communication, and planning. In addition, within the EPA NE work planning processes, management will systematically evaluate ongoing efforts to ensure an appropriate, continuing focus on EJ and will implement procedures to address EJ issues.

Employment: EPA NE policy is to recruit, hire, promote, train, and transfer individuals of diverse backgrounds within all levels of EPA so that the composition of EPA NE reflects the diversity of the people it serves. Such a policy facilitates decision-making that reflects a broad range of experience and understanding, and takes into account diverse views and perspectives.

Education and Outreach: EPA NE policy is to foster a heightened awareness of EJ issues, both within EPA and among those most threatened by environmental risks. The Region will develop and implement EJ training, promote increased communication of EJ issues in a manner that has a measurable impact on affected communities, and provide general environmental education to targeted populations. EJ training will be mandatory for all EPA NE staff and will be part of the core curriculum for new employees joining the Region.

Regulatory Activities: EPA NE policy is to maximize the use of EPA's statutory authority and practical influence to protect public health and the environment in a manner that openly addresses EJ. Regional program managers and staff will incorporate EJ into all aspects of their work with local, state, and federal agencies, will encourage interagency cooperation with respect to EJ issues, and will provide opportunities for meaningful participation in our environmental decision-making and program implementation to all external stakeholders down to the local government and neighborhood levels.

Data Management: EPA NE will ensure that its program managers and staff have access to the information and analytical support necessary to successfully identify, evaluate, and resolve EJ issues in the Region. Our goal is to provide access to, and ensure use of, relevant information to assess and address EJ.

Enforcement: EJ principles will be among the factors considered by regional enforcement personnel in establishing enforcement priorities and targeting enforcement actions. Regional personnel will encourage the regulated community to address EJ in the settlement of enforcement cases, including the use of Supplementary Environmental Projects.

Contracts and Grants: EPA NE will routinely promote and support EJ through Regional contracts and grants. Routine consideration of EJ through contracting and grant policies and procedures will significantly increase our opportunities to promote EJ outreach to contract and grant recipients.

Communication: EPA NE will improve and expand its communication effort by endeavoring to keep citizens and stakeholders, especially those in minority and low-income communities, abreast of emerging Regional and Headquarters policy. The Region recognizes the sensitivity and concern that issues such as risk assessment, risk management, and risk communication present to racial minorities and low-income communities. Towards this end, EPA NE will reach out to external constituencies, especially those in minority and low-income communities, by enhancing outreach and communication activities through the use of the internet and other more traditional communication tools.

Planning: Implementation of this Environmental Justice Policy will be incorporated into the Regional Strategic Planning framework and progress will be monitored through the midyear and annual assessment process.

Review Mechanism: The Regional Administrator shall ensure that EJ issues and goals are being met through a regular review process that includes evaluation of Regional strategic planning, individual office work planning, and any other activities deemed necessary by the Regional Administrator. The Office of Civil Rights and Urban Affairs shall act as the Regional Administrator's representative in ensuring that EJ issues and goals are addressed in a timely and effective manner.

This policy supersedes the January 16, 2001 Environmental Justice Policy and the January 12, 1993 Environmental Equity Policy, and is effective immediately.

October 1, 2001

Robert W. Varney
Regional Administrator

B. Operational Resources and Program Support

Since EPA NE promulgated its first Environmental Equity Policy in 1993, the region has made significant progress in its efforts to address and respond to EJ issues and concerns by making fundamental changes in the way everyday work is carried out. By taking a more proactive approach, the region fostered strong partnerships with NE citizens to identify and resolve many of the environmental concerns which most impact their quality of life and health. However, there is more EPA NE can— and must— do to bring justice to citizens who may be disproportionately affected by pollution.

To continue to build on past accomplishments, EPA NE is working to make sure that EJ considerations are factored into the environmental decisions it makes, programs it implements, and projects and initiatives it undertakes. Clearly, EPA NE staff need a keen understanding of EJ in order to connect how their work helps to ensure that all citizens in the region receive fair and equal levels of environmental protection.

EJ Coordinator

The EPA NE EJ Coordinator is responsible for overseeing the implementation of the regional EJ Action Plan and managing the regional EJ Program. The EJ Coordinator ensures the coordinated implementation of EJ in the region's day-to-day activities by providing guidance, advice, training, and support to managers and staff. The EJ Coordinator is responsible for the administration and monitoring of the EJ Small Grants program. The EJ Coordinator defines responsibilities and accountability mechanisms as a basis for measuring progress in meeting regional EJ objectives as put forth in the EJ Action Plan, and ensures recognition of successes on a regional and national level. The EJ Coordinator maintains and enhances the flow of communication about EJ activities within the region and with EPA headquarters. The EJ Coordinator, working with program contacts, serves as a catalyst for promoting collaboration between the regional office and outside constituencies including state, local, and tribal government authorities and community groups.

EJ Team

The regional EJ Coordinator also serves as Team Leader for staff working on EJ, including one full-time EJ Specialist and interns. Some of the day-to-day activities of the EJ Team include coordinating the development of the EJ Action Plan and tracking its implementation; overseeing data collection activities for the EJ Inventory, a database that stores information about all regional EJ-related activities; coordinating the EJ Council meetings, agendas, minutes, etc.; producing *EJ News*, a quarterly publication of the regional EJ Council that is distributed to a mixed internal and external audience; responding to internal and external inquiries, including allegations of environmental injustice; and leading comprehensive EJ assessments. Additionally, the EJ Team prepares reports, as requested, and maintains a presence at related regional office and program meetings. Lastly, the EJ Team has the ongoing responsibility of communication with external state, tribal and community contacts to share information on EPA NE's EJ activities and keep abreast of their EJ-related activities.

EJ Programs/Initiatives

EPA NE also has an Urban Environmental Program (UEP) for which EJ is listed as a funding priority. The UEP team continues to lead the region in, and serve as a national model for, stakeholder participation, community involvement, and capacity building. Many, if not all, of the issues the UEP team is involved with are New England-wide EJ issues. Many of the lessons learned and best practices that have been identified through the UEP since it began in 1995 are transferable to other EJ areas of concern, including rural and low-income communities. One particularly successful example of UEP's work is the regional listening session model, which has proven to be an effective approach for stakeholder involvement.

C. GPRA Alignment (Link to Mission and Priorities)

During the 2007-8 fiscal years, EPA NE will continue to implement the existing procedures to link EJ goals with ongoing activities as part of the region's strategic planning process. Ensuring that EJ is included as a priority as the region carries out its strategic and operational planning is the best way to align with the Government Performance and Results Act (GPRA). The region's management strongly believes, however, that this operational step to incorporate EJ into the priority setting process is a short-term measure. For the long term, the successful implementation of the region's yearly EJ Action Plans is key to achieving the goal of institutionalizing EJ into the day-to-day work of the organization. When EJ is no longer a program to be implemented- but rather a way of doing business- there will no longer be a need to build processes to ensure that alignment is achieved. Instead, alignment will occur every day as staff conduct inspections, write permits and develop Performance Partnership Agreements, among other things, with EJ principles in mind.

In the short term, however, EPA NE has built a connection between EJ and strategic and operational planning in the region. Each of the Deputy Office Directors has been assigned the lead for one of the region's five strategic goals. It is their responsibility, working with other EJ Council members, to ensure that EJ is one of the factors considered when priorities are established and plans to meet them are created. EPA NE aims to include EJ commitments under each of the five goals in the strategic plan, including (1) Clean Air, (2) Clean and Safe Water, (3) Preserve and Restore the Land, (4) Healthy Communities and Ecosystems, and (5) Compliance and Environmental Stewardship. EJ commitments from the region's strategic plan are under Objective 1, Risk Reduction and Protection of Environment and/or Public Health.

To aid the institutionalizing of EJ principles in the region's everyday program activities, the EJ Council has crafted an EJ Functional Guidance Compendium. The compendium provides supplementary guidance to managers and staff of EPA NE to assist in carrying out their program responsibilities in a way that furthers the agency's commitment to incorporating EJ considerations in everyday work. The manual provides guidance that can be employed by all staff region-wide to assess and address EJ considerations. In addition, there is the Brief Users' Guide to the EPA New England EJ Desktop Mapping Tool and the Public Involvement and Tribal Consultation guidance. The manual also covers seven different functional areas: Contracts and Procurement; Development and Approval of State Programs; Federal Financial Assistance Agreements; Inspections, Enforcement and Compliance Assistance; Performance Partnership Agreements with States; Permitting; and Waste Site Cleanup, Emergency Response and

Brownfields. EPA NE has also committed to using Performance Partnership Agreements (PPAs) between the New England states and EPA NE to strengthen the coordination and effectiveness of state and EPA EJ efforts. Currently, EPA NE is negotiating with all six New England states to finalize Performance Partnership Agreements for FY08.

D. Other Resources

EPA NE continues to maximize funding of its program. We have secured funding for a variety of EJ-related activities, supported several programs/initiatives for which EJ is considered a funding priority, and has effectively leveraged other programmatic activities to further EJ goals.

Grants Programs

The region also supports several grant programs for which EJ is considered a funding priority, including the EJ Small Grants, and the Healthy Communities Grants program. The region's recently developed Healthy Communities Grant Program is a successful collaborative effort between UEP and eight other EPA NE programs—the Smart Growth, Children's Environmental Health, Asthma, Air Toxics, Tools for Schools, Pesticides, Toxics, and Pollution Prevention programs—to combine available resources in order to achieve measurable environmental and public health results in communities throughout New England. This program was targeted to benefit low-income, diverse neighborhoods in urban areas. In 2003, the national EPA Office of Environmental Justice launched the Environmental Justice Collaborative Problem-Solving Grant Program for nonprofit, non-governmental organizations to utilize constructive engagement and collaborative problem-solving to seek viable solutions for their community's environmental and/or public health concerns. For fiscal year 2007, ten grants are being awarded to community-based organizations across all 10 regions in the amount of \$100,000, for use over a three year period.

SEPs

The region assigns a high priority to incorporating EJ-related projects in enforcement settlements. One particular area of focus in recent years has been to address the harmful effects of lead exposure, particularly in children.

The region has aggressively enforced the provisions of the Toxic Substances Control Act's Lead Paint Disclosure Rule which requires landlords and property owners to provide residential renters and purchasers of pre-1978 housing with enough information about lead-based paint in general and known lead-based paint hazards in specific housing, so that they can make an informed decision about whether to lease or purchase the housing. In numerous enforcement actions involving violations of the Disclosure Rule, settlements have included provisions intended to reduce childhood lead exposure. A number of these have included projects requiring the replacement of old windows, which are one of the major sources of lead poisoning. The projects also have included the abatement of other lead paint hazards and education on federal and state lead laws. During the last two years, settlements have been achieved which address properties in Springfield, Lawrence, New Bedford and Salem, MA; Providence, RI; Manchester, NH; and New Haven, CT. The lead-based projects in these settlements are valued at over \$850,000.

In addition, as part of the settlement of a Clean Water Act case involving the City of Brockton, MA, the City will undertake a pilot program to test for lead in the drinking water of its public schools.

II. INTERNAL ORGANIZATIONAL ENGAGEMENT

EPA NE's internal organizational engagement activities are designed around two goals:

- I. To ensure that each of the region's program and administrative offices considers EJ in its strategic and operational planning efforts; and
- II. To ensure that the staff and managers in each office understand the concept of EJ and how, through their work or through their interactions with others, they can have an impact on EJ

To attain the first goal of ensuring that EJ is considered during strategic and operational planning, EPA NE has put in place several mechanisms, as described below, for engaging its offices and programs in consistent constructive dialogue around EJ:

- Monthly or as needed meetings of the regional EJ Council. Strategic and operational planning around EJ is carried out through the council, ensuring full engagement by all regional program and administrative offices.
- Ensuring EJ is on the agenda for Deputy Office Directors' meetings. During periods of high activity (i.e., when the region rolls out the action plan or training sessions), EJ is standing agenda item. The Deputy Office Directors, under the direction of the Director of the Office of Civil Rights and Urban Affairs, are held accountable for institutionalizing EJ principles throughout the region, thereby ensuring that frequent EJ-related discussions take place among senior management.
- Each Deputy Office Director has been assigned to represent EJ on one of the region's strategic goal teams. These goal teams represent multiple offices and through the deputies' participation on them, a forum has been created for dialogue around EJ during the regional strategic planning process. EPA NE aims to include EJ commitments under each of the five goals in the strategic plan, and EJ commitments from the region's strategic plan are included in the matrix outlined in Chapter 2 of this document under Objective 1, Risk Reduction and Protection of Environment and/or Public Health.

To meet the second goal of ensuring that all staff understand EJ and its relationship to their work, all EPA NE employees have attended EJ awareness training, and have received guidance on how to address EJ in the work they do and are encouraged to attend, and engage in, various EJ-related learning events.

EJ Training

EPA NE's Regional Administrator has mandated that all employees be trained in EJ, in order to acquaint or re-acquaint them with the legal and policy framework of EJ and to provide them with region-specific case studies illustrating real world issues and accomplishments. Approximately

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710 employees have been trained as of the end of December 2006. In addition, a small number of seats at each training were reserved for tribal representatives, state staff, and community/industry representatives, whose participation enriched the learning experience and provided EPA staff with other stakeholder perspectives.

The curriculum, which included one day of classroom instruction and a half-day tour of a potential EJ area of concern, typically led by a partnering community-based organization, was rolled out in September 2002, and was also updated in 2006. While the logistics of conducting multiple tours over the course of a year were daunting, feedback about the training indicated that getting out into communities is the best way for staff to make the connection between the principles of EJ and the work of the region.

Mandatory training for all EPA NE staff on an expedited basis was no small feat and has required considerable time and effort by the most senior, talented and knowledgeable staff. Eight employees served as EJ trainers, and a separate small team was formed to coordinate the tours and other EJ-related learning activities.

A report evaluating the overall training effort has been prepared, with an emphasis on lessons learned and recommendations for future training on EJ in the region. The training effort was completed in December, 2006.

EJ Functional Guidance Compendium

An EJ Functional Guidance Compendium has been developed to supplement the EJ training described above by highlighting some program-specific considerations that identify how staff can have an impact on EJ in their daily work. The manual contains ten guidance chapters covering the Brief Users' Guide to the EPA New England EJ Desktop Mapping Tool; Public Involvement; Tribal Consultation; Contracts and Procurement; Development and Approval of State Programs; Federal Financial Assistance Agreements; Inspections, Enforcement and Compliance Assistance; Performance Partnership Agreements with States; Permitting; and Waste Site Cleanup, Emergency Response and Brownfields. Training on the guidance took place in conjunction with the compendium's release in calendar year 2004.

III. EXTERNAL STAKEHOLDER ENGAGEMENT

The primary goal of the EJ Council's external engagement activities with other federal agencies and with state, tribal, and local governments is to educate and change behavior and actions to ensure that EJ is an integral part of the roles and responsibilities of these external partners of EPA NE. EPA NE maintains that the key to achieving this goal is to remain actively involved with these external stakeholders, and the region has proactively approached EJ-related work for a number of years. EPA NE values input from external stakeholders because it enables the region's program offices to more readily identify environmental issues and target resources to address them. To build on past successes, the region will continue to use this proactive approach to ensure meaningful stakeholder involvement.

Working with External Stakeholders

As an active partner in community capacity-building, the region has maintained a presence in external EJ networks that have emerged. Successful external statewide community-based EJ networks exist in Massachusetts and Connecticut, and the Northeast EJ Network has a number of members from other states in New England. EPA NE regularly has representatives attend major functions of these statewide and regional community coalitions. Since 1993, the region has focused on building partnerships and assisting with the learning, growth, and development of many of the groups mentioned above because EPA NE recognized that partnerships and information-sharing with community groups and other federal, state, and local agencies are key to identifying and resolving many EJ issues.

- **Title VI Workgroup:** EPA NE has established an EJ/Title VI Workgroup that is composed of senior representatives from the six regional state Environmental Commissioners. This is a unique forum that provides for a productive dialogue between EPA and regional state partners about current issues and updates in the promotion of EJ principles in environmental regulatory work. The workgroup meets on a semi-annual and as needed basis, and exchanges information on EJ best practices, EJ-related policies and legislation at the local, state, and federal levels, EJ training, EJ mapping, use of Alternative Dispute Resolution, and many other topics of interest to the participants. In addition, EPA New England's Environmental Justice Program has developed a new strategy to re-engage the state EJ counterparts at the state level to develop EJ-related commitments for Performance Partnership Agreements (PPAs) in the six New England states. This workgroup enhances the important relationship with state partners and promotes the incorporation of EJ principles into both state and EPA programs.
- **Listening Sessions:** During the 2007-8 fiscal years, the region will continue executing external engagement activities carried over from previous Action Plans, including hosting several community listening sessions, with one to be held in a rural setting and one with the tribes. The region's Urban Environmental Program (UEP), which has a focus on community-based environmental work in urban neighborhoods throughout New England, will continue to utilize training, workshops, and other forums to solicit input from stakeholders in urban areas. The UEP approach to external stakeholder involvement,

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community capacity-building, and partnerships is transferable to other EPA NE outreach efforts. The EJ Council, UEP staff, and the regional EJ Coordinator will continue to assist other offices in developing methods to engage stakeholders in meaningful dialogue.

On September 28, 2006, EPA Region 1 and the Massachusetts Department of Environmental Protection (Mass DEP) held the “Chelsea Creek Listening Session” in East Boston to follow up on public request by the Chelsea Creek Action Group to focus on enforcement and compliance assistance programs and identify areas for future action in and around the Chelsea Creek. Chelsea Creek is an urban, industrialized river bordered by polluting industries, parking lots, a multi-ton salt pile, many hazardous waste sites, and fuel storage for industrial and commercial enterprises. The session included approximately 35 participants from government, nonprofit groups, community residents, healthcare professionals, school officials, and other local experts. It was a first of its kind dialogue with the public, including urban communities around the Chelsea Creek, such as East Boston, Chelsea, Everett, and Revere.

- **Tribal Coordination:** The EJ Council will also work to strengthen its relationship with tribes throughout the region. To help accomplish this goal EPA NE will focus on better coordination and collaboration between its EJ and Tribal Programs. One major activity planned for FY08 is a tribal listening session with New England tribes.
- **Receiving Input:** EPA NE is organized to respond to information regarding potential EJ issues from external and internal sources including regional employees, community sources, other agencies, stakeholder meetings, tips and/or complaints, reconnaissance efforts (which include personal interviews), community forums, and others. The Deputy Directors and office designees on the EJ Council actively keep abreast of EJ issues identified through their respective offices’ work with external stakeholders. In addition, many managers and staff throughout EPA NE routinely handle regional EJ information, concerns, and requests from external stakeholders during their daily program activities.
- **Building Relationships with Interstate Organizations:** EPA NE is currently working to establish an on-going collaborative relationship with the New England Interstate Water Pollution Control Commission (NEIWPCC), the Northeast States for Coordinated Air Use Management (NESCAUM), and the Northeast Waste Management Officials Association (NEWMOA). After holding preliminary meetings with senior staff from these organizations, EPA managers met with members of NEIWPCC and NEWMOA during FY 06 to inform them of EPA's EJ efforts (including the Region's new EJ Action Plan, GIS desktop mapping tool and Training program), exchange ideas with them on the subject, and encourage the sharing of ideas and working cooperatively with them on specific EJ projects in the future. An additional meeting was held with NESCAUM. The Region is keeping the New England State environmental commissioners apprised of this effort.

Maintaining Contact

EPA NE believes that there is no substitute for regular, sustained contact with communities throughout the region to directly observe existing conditions and respond to situations. The region employs different techniques to identify stakeholders with EJ concerns—from tracking hot issues through news clips and enhanced GIS mapping, to creating a sophisticated community profile of critical data that characterizes a community’s demographic information, environmental stressors and, most importantly, its key stakeholders. The community profile is also useful when there is a need for an EJ assessment.

To reach such a wide audience, the goal of EPA NE’s communication activities is to use a combination of media, including the internet, intranet, a traditional newsletter, and a fact sheet to share EJ-related information, best practices, and lessons learned.

- **Internet Site:** The existing EPA NE EJ Program internet site will be continually enhanced by adding links to related sites and increasing content regarding EPA policies, guidance, and supporting information, as well as specific EJ programs and contacts. The site, which will continue to be updated quarterly, can be accessed at <http://www.epa.gov/ne/ej/index.html>.
- **Intranet Site:** The EPA NE EJ intranet site, located within the Office of the Regional Administrator pages, is used to provide staff access to EJ resources specifically available to them. These include the EJ Action Plan, instructions on accessing and inputting data into the EJ Inventory, and the EJ Mapping Tool. The site can be accessed at <http://r1intra1.r1.epa.gov:9876/ora/EJ/index.htm>.
- **EJ News:** EPA NE will continue publishing *EJ News*, a quarterly publication of the regional EJ Council that is distributed to all staff in the region and about 400 external partners, including community-based organizations, health services groups, academic institutions, individuals, and officials from other federal, state, and local government agencies on EPA NE’s EJ mailing list. Both electronic and hard copy versions of the newsletter are distributed, since this is key to reaching many of the region’s most important stakeholders—especially people in minority and low-income communities—who may not have internet access. Past issues of the newsletter can be accessed on the EJ Program internet site, and individuals or organizations can subscribe to the newsletter online at <http://www.epa.gov/ne/ej/subscribe.html> or by contacting Kwabena Kyei-Aboagye at 617-918-1609.
- **Fact Sheet:** EPA NE will update the informational fact sheet for individuals looking for further clarification regarding EJ and the EPA. The fact sheet may be published in multiple languages, if resources permit. Hard copy versions of the fact sheet will be distributed at external EJ-related events attended by EPA employees, and electronic versions will be available to download on EPA NE’s EJ internet site.

Overcoming Language Barriers

EPA NE has achieved measurable progress in producing multilingual education and outreach campaigns in English and Spanish to address a variety of topics. For example, a Spanish language auto industry compliance assistance package was mailed out during August 2002 to more than 40 auto body shops in Lawrence, Massachusetts, a working-class community with 59.7 percent of residents identifying themselves as Hispanic or Latino. The EJ Small Grants Guidance and the EJ Collaborative Problem-Solving Grants Guidance, which are published in both English and Spanish by the national Office of Environmental Justice, are also a valuable resource for Spanish-speaking constituencies. However, the region has been less successful meeting other language needs on a broad scale (i.e., Vietnamese, Laotian, Hmong, Chinese, Cambodian, Portuguese, etc.). An exception to this is the Superfund program, which has greater flexibility in resources to respond to multilingual needs on a site-specific basis. In 2005, the region developed the Fish Smart outreach campaign to inform people about the heavy PCB contamination in New Bedford Harbor, MA. Materials were developed in English, Spanish, and Portuguese. EPA NE has found that multilingual efforts are most effective when done in partnership with local community non-profit organizations—which often have their own translators and facilitators. When community partners cannot fulfill this role, EPA NE has turned to the diversity within the organization to tap into staff with foreign language skills to meet translation needs as they arise. During the 2007-8 fiscal years, the EJ Council will be working to create a translation services directory consisting of EPA NE staff that are fluent in other languages and are willing to translate materials. The directory will facilitate the dissemination of information to non-English speaking populations.

The region's work over the past years on EJ issues has shown that EPA's credibility can be established only if the organization is viewed as a partner that is dedicated to effective collaboration. EPA NE seeks to ensure that stakeholders maintain a prominent role in the decisions affecting their health and environment. EPA NE staff will continue to build upon past success to work in partnership with impacted stakeholders and implement agreed-upon action items that result from external forums including workshops, listening sessions, etc.

IV. DATA COLLECTION, MANAGEMENT, AND EVALUATION

EJ Inventory

Beginning in 2001, EPA NE developed a desktop database of all regional EJ-related activities called the EJ Inventory. Storing information about EJ-related activity in this type of database serves primarily to establish a baseline to assist in institutionalizing EJ in the region, and:

- To store information about regional EJ-related activities in one comprehensive, easily accessible location.
- To communicate details of EJ activity to regional staff.
- To assist cross-office coordination of EJ-related activities.
- To facilitate monitoring and reporting of regional EJ activity— especially best practices and lessons learned (e.g., the EJ Action Plan, the EJ Biennial Report, the midyear and annual assessment required under the Regional Policy on Environmental Justice, *EJ News*, etc.).
- To help determine future resource allocations for investment and disinvestment to further the region's commitment to EJ.

Each office has designees who are responsible for collecting and inputting information on environmental justice-related activities into the EJ Inventory. Such information includes programs/projects/grants that were completed in or affect low-income communities, involve or affect minority populations, are in a geographical location that has been identified as a potential EJ area of concern or involve groups of people, including racial, ethnic or socioeconomic groups, that may suffer from disproportionate environmental or health impacts.

V. PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT

EPA New England is committed to training every employee in EJ in order to acquaint or re-acquaint them with the legal and policy framework of EJ, provide them with some case studies of EJ issues involving EPA and provide them with tools to analyze situations to determine if there are EJ concerns and, if so, to resolve or mitigate them. For more information about EJ Training, please refer to page 11.

Shared Learning

Aside from providing training and guidance materials, the EJ Council has developed several mechanisms to promote shared learning about EJ among EPA New England staff, including:

- Inviting external stakeholders to speak at the region, which has consistently proven to be one of the best ways to expand the office's EJ knowledge base, share information and successes, connect staff with external partners and allow external partners to connect with EPA. The region's Urban Environmental Program has hosted several successful efforts of this type, and the Council makes every effort to support staff attendance at these events. The region's EJ Small Grant recipients are also invited to the regional office annually to present their work.
- Inviting regional employees to showcase their EJ-related work during monthly or as needed EJ Council meetings. An agenda item for many EJ Council meetings is the presentation of an EJ success story by the program staff. The responsibility for presenting is rotated among each office. These presentations often provide great material for feature articles in the *EJ News*.

Last, several broader communication tools are important elements of cross-office communication. These include the EJ Program internet and intranet pages, the EJ newsletter, the EJ Mapping Tool and the EJ Inventory. The EJ Council ensures that this entire media is promoted, and material is regularly solicited from each office for inclusion.

VI. ENVIRONMENTAL JUSTICE ASSESSMENT

EPA NE is committed to ensuring fair and equitable environmental protection for all citizens of the region, regardless of race, color, national origin, or income. EPA NE has established the following process for assessing and addressing a community's concerns if an allegation of environmental injustice is raised. The process, utilizing existing EPA NE resources, consists of a six-step approach managed by the regional EJ Coordinator, with the assistance of the regional EJ Council. Note that the approach may be concluded after any step, if the EJ Coordinator and a team of regional experts on the particular environmental issue(s) raised has completed their evaluation, consulted with the EJ Council and concluded that no further work is necessary.

Step 1- Initial Fact Finding: The EJ Coordinator compiles all the pertinent information available about the particular environmental issue raised by the community; information about the community of concern, including key community leaders, political structure of the community, etc.; information about EPA activity in the community, such as funding, resources, enforcement, compliance assistance, Superfund cleanup, etc.; information about health indicators, social and demographic indicators, environmental indicators such as baseline air quality, water quality, soil or sediment contamination, drinking water, volatile organic compounds, air toxics, etc. The EJ Coordinator works with the major regional program offices, and state and local counterparts to assemble the data needed in the initial fact finding step. The EJ Council is consulted in developing and reviewing this information and gives direction in proceeding to Step 2.

Step 2- Site tour of the community: The regional EJ Coordinator assembles a team of EPA regional experts on the particular environmental issue(s) that is/are raised. This group is considered the Regional Assessment Team. The EJ Coordinator collaborates with key community leaders or stakeholders and conducts a site tour of the area and community in question. The purpose of this tour is twofold: to get the community's perspective on the potential problem and educate EPA staff on real world issues faced by the community.

Step 3 - Further fact finding: The Office Directors are briefed at this step to commit resources for the effort. This step includes the development of detailed GIS maps of the potential area of EJ concern, using the regionally approved EJ mapping methodology which provides information on a census block group level. The EJ Coordinator also coordinates with local and state environmental and public health agencies to further assess the situation. The important federal, state, and local governmental bodies that can best assist the community in solving their problem or concern are determined.

Step 4 - Assessment planning: If EPA New England is established as a primary decision-maker that can assist the community, the Office of Civil Rights and Urban Affairs coordinates with the program offices in the region in developing an EJ assessment. This assessment addresses the major environmental and public health issues identified by the Regional Assessment Team.

Step 5 - Assessment implementation: A time line is developed for the EJ assessment, and the EJ Council and senior management are apprised of the progress of the process.

Step 6 - Decision-Making: The EJ assessment is completed and distributed for review and action by regional program offices. The Regional Administrator is consulted in the final decision-making process.

Information resources that will be utilized:

1. Regional Desktop EJ Mapping Tool
2. EPA Toolkit for Assessing Potential Allegations of Environmental Injustice
3. All pertinent environmental databases such as the Toxic Release Inventory, and those covering New England fuel storage facilities, NPDES discharges, waste sites and air facility emissions, among others.

VII. PROGRAM EVALUATION

The EJ Council's evaluative goals for the EPA NE EJ Program are to:

1. Evaluate the impact and effectiveness of implementation of the EJ Action Plan, in terms of changing organizational culture and institutionalizing EJ principles throughout EPA NE; and
2. Determine the extent to which the EJ Action Plan has made a difference in the way the region conducts its day-to-day activities.

To achieve these ambitious goals, the EJ Council is responsible for tracking and reporting the progress of the items outlined in the EJ Action Plan, and determining other measures of evaluating the larger concepts of organizational culture change and institutionalizing of EJ principles throughout the region. The EJ Council drafted a list of both quantifiable and qualifiable measures to assess these goals and has collected baseline data to evaluate the extent to which the region has achieved them. Examples of measures include resources allocated to EJ-related activities and accomplishments, number of staff trained in EJ, EJ training evaluations and pre- and post-tests, EJ mapping requests, number and nature of EJ Inventory activities, external feedback on *EJ News* and other outreach items, etc.

In addition, the EJ Council conducts a mid-year review of EJ activities and prepares an annual progress report. An end-of-the-year report on the EJ Action Plan for Fiscal Year 2007 will be completed in February 2008.

Goal 1: Clean Air and Global Climate Change

Objective 1: Reduction in number of asthma attacks

Activities	Output	Applicable Outcome Measure ¹			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	

¹ All three outcomes may not apply for every activity.

Environmental Justice Action Plans (FY2008 – 2009) Goal 1

Activities	Output	Applicable Outcome Measure ¹			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
<p>(a) Annually fund (with Office of Radiation and Indoor Air) asthma projects under the Healthy Communities Grant Program.</p> <p>(b) Support Asthma Regional Coordinating Council (ARC) in their efforts to strengthen the capacity of and be a resource to regional partners.</p> <p>(c) Work with selected communities on innovative asthma reduction activities which improve: asthma management/care; infrastructure among stakeholders and provide better asthma surveillance data.</p>	<p>(a) Increased awareness and better understanding of proper asthma management /care.</p> <p>(b) IPM business case for policy advocates And outreach to regional partners and other stakeholders</p> <p>(c) Increased advocacy among target audiences as well as more effective collaborations between target audiences and stakeholders.</p> <p>(c) Timely asthma interventions based on assessment of surveillance data.</p>	<p>(a) and (c) Number of health professionals trained, number of home and community visits, number of asthmatics reached and number of environmental asthma messages incorporated into asthma management plans</p>	<p>Number of home evaluations and repairs, number of health plans adopting environmental measures, number of asthma coalitions or expansion of existing infrastructure, and number of people taking steps to ameliorate their indoor environments and reduce asthma triggers</p>	<p>Trend data measuring reductions over a period of several years in the incidence of asthma related absences (or increase in days present), unscheduled visits to the school nurses or emergency room. This depends heavily on availability of data from sources outside of EPA.</p> <p>Baseline being collected</p> <p>(b) Influence health care financing for asthma and IPM.</p>	<p>E.Benoit, R. Julien, and M. Smuts</p>

Environmental Justice Action Plans (FY2008 – 2009) Goal 1

Activities	Output	Applicable Outcome Measure ¹			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Train school teams to implement EPA's Indoor Air Quality Tools for Schools Program through grantee and state training opportunities to prevent and solve indoor air quality problems in school buildings.	Number of schools implementing EPA's Tools for Schools Program.	Number of TfS trainings/conferences	Number of teams/ remediations and proposed changes to state regulations	Reduction of incidence of child asthma due to environmental triggers in schools using reports of visits to school nurses.	E. Benoit
Improve air toxics risk characterization in New Haven, Conn., Greater Lawrence, Mass., Maine and Holyoke, MA.	Improved emission inventories, toxicity weighted emissions, mapping, monitoring and computer modeling or develop risk reduction strategies in Merrimack Valley, New Haven, Conn., Maine, Holyoke, MA and Lawrence, MA	<p>More accurate characterization of air toxics risk, leading to a better understanding for implementing risk communication and reduction strategies in these areas.</p> <p>Air quality monitoring in Lawrence, MA for a better understanding of how auto body shop operations affect the concentration of some air toxics in nearby neighborhoods, and how laser technology can help reduce emissions.</p>	Use of laser touch technology in Lawrence, MA to improve the skills of auto body shop workers to reduce emissions.	Improved indoor air and ambient air quality in Lawrence, MA through reduction in VOC and isocyanate emissions.	<p>S. Lancey</p> <p>M. Smuts</p> <p>R. Julien</p> <p>I. Cohen</p>

Goal 1: Clean Air and Global Climate Change

Objective 2: Reduce exposure to air toxics

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Work with community groups, schools, transit agencies and shuttle bus companies operating in potential environmental justice areas of concern to promote strong anti-idling programs, diesel retrofits and the use of cleaner diesel fuels, including ultra-low sulfur diesel and biodiesel fuel. Distribute materials about the environmental and public health problems from diesel related air pollution and the strategies to reduce these emissions, including idle reduction, retrofits and cleaner fuels. Work with stakeholders to develop community based programs to reduce diesel emissions.	Increased awareness and usage of retrofitted equipment, cleaner fuels and alternative fuel vehicles. Reduced vehicle idling.	Improved awareness of the public health risks of diesel exhaust and the strategies available to reduce this risk.	Increased compliance with local anti-idling rules. Increased use of retrofitted vehicles and equipment	Reduced diesel emissions in urban areas and potential EJ areas of concern (lbs of particulate pollution reduced).	L. Edmondson, H. Hatic

Environmental Justice Action Plans (FY2008 – 2009) Goal 1

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Recruit environmental justice communities for participation in the Community Energy Challenge; document experiences with energy efficiency assessments and implementation of various solutions.	Increased participation of environmental justice communities in the Community Energy Challenge. At least one case study of an EJ community.	Increased awareness of the Community Energy Challenge among EJ communities in New England.	Enrollment of EJ communities in the New England Community Energy Challenge.		Shubhada Kambli
As resources allow, continue development and enforcement of anti-idling requirements and diesel vehicle testing programs. New enforcement actions related to anti-idling and Supplemental Environmental Projects for retrofits of diesel vehicles.	Number of formal and informal enforcement actions taken as a result of inspections and compliance monitoring activities.	Raising awareness of companies and drivers re: idling via verbal warnings, written warning letters, or formal enforcement actions.	Reduced diesel emissions from vehicles and equipment in urban areas and potential EJ areas of concern. Measures include number of inspections and enforcement actions.	Reduced health risks in areas surrounding locations where idling formerly occurred.	S. Rapp

Environmental Justice Action Plans (FY2008 – 2009) Goal 1

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Utilize the National Air Toxics Assessment (NATA) to implement outdoor and indoor air toxics reduction strategies in New Haven, Conn., Lawrence, Mass., Holyoke, MA, Maine and selected other New England communities.	<p>(a) Prioritization of indoor and outdoor air toxics reduction strategies in these communities through an analysis of the NATA risk exposure assessment and other available air toxics data.</p> <p>(b) Risk reduction communication through education on the NATA in selected New England communities.</p>	<p>1) Region is working with a contractor to conduct training on NATA and reduction strategies in at least 2 New England Communities.</p> <p>2) Region will hold an autobody collision repair workshop for selected CARE communities.</p>	Reduction in transportation-related toxic emissions (e.g., diesel exhaust, products of benzene, etc.), indoor air emissions, and stationary and area source emissions.		<p>S. Lancey</p> <p>M. Smuts</p>

Environmental Justice Action Plans (FY2008 – 2009) Goal 1

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Ensure that the state network plans include fine particle (less than 2.5 micrometers in diameter or PM2.5) air monitoring that adequately measures air quality in critical urban areas such as New Haven, CT, and Boston, Springfield and Lawrence, MA	Air quality data for PM2.5 being reported to AIRNow website and/or being entered into the Air Quality System.	Number of days the general public is notified of unhealthy air quality as a surrogate for their ability to better protect their own respiratory health based on the delivery of accurate and timely information.			N. Beloin
Continue working with the Connecticut Department of Environmental Protection to conduct air toxic measurements at the New Haven Criscuolo Park site.	Air quality data for selected air toxics (TBD) being entered into the Air Quality System.	More accurate characterization of air toxics risk, leading to a better understanding for implementing risk communication and reduction strategies in this areas (after several years of data collection).			N. Beloin

Environmental Justice Action Plans (FY2008 – 2009) Goal 1

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Continue supporting tribal ozone and other air monitoring at four tribal air monitoring sites in Maine and Massachusetts.	Air quality data for ozone and other air pollutants being reported to AIRNow website and being entered into the Air Quality System. Assessment of air quality concentrations at four locations in Indian Country and greater collaboration with tribes on air monitoring.	Number of days tribal members are notified of unhealthy air quality as a surrogate for their ability to better protect their own respiratory health based on the delivery of accurate and timely information			N. Beloin
Issue air quality press releases when unhealthy levels of ground-level ozone and fine particles occur, or are predicted to occur, in New England. Publicize the availability of the EnviroFlash program. Participants in this program receive air quality alerts when poor air quality is expected in their area.	Increased public awareness of unhealthy air quality days		More individuals take appropriate health precautions. Measures include the number of alerts and releases issued and the number of participants registered to receive alerts.		A. Arnold

Environmental Justice Action Plans (FY2008 – 2009) Goal 1

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Enforcement of the Maximum Achievable Control Technology (MACT) standards for paper and web coaters, textile coaters, chrome platers, halogenated solvent degreasers, flares, leaking organic liquid process and storage facilities, and gasoline distribution facilities in potential EJ areas.	<p>(a) Number of MACT inspections taken at paper and web coaters, textile coaters, chrome platers, halogenated solvent degreasers, flares, leaking process and storage facilities, and gasoline distribution facilities in potential EJ areas of concern.</p> <p>(b) Number of new MACT formal enforcement actions related to paper, and web coaters, textile coaters, chrome platers, halogenated solvent degreasers, flares, leaking organic liquid process and storage facilities, and gasoline distribution facilities in potential EJ areas of concern.</p> <p>(c) Identification of non-notifying facilities.</p>	Raise awareness of individuals and companies about toxic air pollutants during inspections.	Pounds of pollution reduced in potential EJ areas of concern as a result of new MACT enforcement cases at paper and web coaters, textile coaters, chrome platers, halogenated solvent degreasers, flares, leaking organic liquid process and storage facilities, and gasoline distribution facilities.	Protection of population located within 1/4 mile of facilities inspected.	S. Rapp

Goal 2: Clean and Safe Water

Objective 1: Safe fish/shellfish

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Target storm water controls draining to areas where shellfish and swimming use are a concern in potential EJ areas of concern.	<p>(a) Number of Municipal Separate Storm-water Sewer Systems (MS4) communities implementing storm water pollution prevention programs (with best management practices targeting bacteria and pathogens, if possible) – approx. 350 in Massachusetts and New Hampshire.</p> <p>(b) National Pollutant Discharge Elimination System individual and general storm water permits for large (2) and small (approx. 350) MS4s.</p>			<p>(a) Reduction in the number of beach closures over several years.</p> <p>(b) Reduction in the number of days shellfishing is prohibited due to high bacteria levels.</p> <p>(c) Increase in the number or area of available shellfish beds.</p>	D. Webster

Environmental Justice Action Plans (FY2008-2009) Goal 2

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Continue working with tribes to determine the relationship between air deposition and tribal sustenance foods.	<p>(a) Provide funding to tribes to perform fish consumption surveys and fish tissue testing.</p> <p>(b) Tribes issue fish advisories and educate tribal communities on the risk involved with the substantial consumption of sustenance foods.</p>	Greater awareness and reduced consumption of risky foods.			I. McDonnell
Issue environmentally significant National Pollutant Discharge Elimination System (NPDES) permits; ensuring community input from potential EJ areas of concern is sought, where appropriate. Will continue to do targeted outreach in EJ communities.	<p>(a) Number of NPDES permits issued affecting potential EJ areas of concern.</p> <p>(b) Number of community comments concerning water quality issues affecting poor, rural or minority communities.</p>			Number of unique culturally relevant concerns addressed in the development of NPDES permits, and improvement of water quality in potential EJ areas of concern.	R. Janson

Environmental Justice Action Plans (FY2008-2009) Goal 2

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Work with the Office of Ecosystem Protection to host one Urban Rivers Conference in the spring, 2007. Hold a follow up workshop/training on storm water in Connecticut in the fall, 2007. These sessions will help build watershed capacity in urban and EJ areas.	<p>(a) Urban Rivers conference in Boston held. Urban River follow-up workshop on stormwater held in CT.</p> <p>(b) Number of attendees from key communities in attendance.</p> <p>(c) Establish regular communication with key groups across New England on urban river information and resources.</p> <p>(d) Launch internet site on urban rivers.</p>	<p>(a) Increased involvement of local groups and residents in watershed protection and improvement activities.</p> <p>(b) Increased awareness and use of information provided at the conference(s) measured by the type of new activities and initiatives undertaken by watershed groups for watershed improvement and coalition development.</p> <p>(c) Communication with key watershed groups and community coalitions</p>	<p>Number of groups currently active on river issues in the 20 communities identified as having populations greater than 50,000 and being potential EJ areas of concern.</p> <p>Increased involvement, grant funding, and activities following the workshops can be measured.</p>	Improved water quality, habitat, and quality of life on and around urban rivers.	Lynne Hamijian, Trish Garrigan Katrina Kipp

Environmental Justice Action Plans (FY2008-2009) Goal 2

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Continue implementing urban river actions on the Charles and Mystic Rivers	<p>(a) Hold annual Report Card Events on both rivers.</p> <p>(b) Approve and implement bacteria and nutrient TMDLs on the Charles River.</p> <p>(c) Hold Mystic River summit meeting with key partners.</p> <p>(d) Continue key enforcement efforts.</p>	<p>(a) Loan monitoring equipment to key groups on both rivers</p> <p>(b) Continue water quality monitoring support on both rivers</p> <p>(c) Form a group of external partners that have an interest in the Mystic River Watershed to create a shared vision for how to improve water quality for all residents. Hold a meeting in the watershed with key partners to refine our water quality restoration goals, develop a monitoring plan, and coordinate EPA, state agencies, communities, and environmental groups as we work together to tackle implementation and the challenges that go with it.</p>	Number of days that the river meets swimming and boating water quality standards increases	Charles and Mystic Rivers meet water quality standards	Bill Walsh-Rogalski, Todd Borci, Kristi Rea, Lynne Hamjian, Katrina Kipp

Goal 2: Clean and Safe Water

Objective 2: Clean and safe drinking water

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Develop and distribute Private Well Initiative outreach material.	(a) Number of states with private well testing brochures (b) Number of federal, state, and local agencies/ associations promoting private well testing		Private well owners regularly test their drinking water.		J. Downing/ T. Lavery
Provide technical assistance to states and water supply systems on implementation of the Lead and Copper Rule. Emphasis will be placed on urban areas and small rural communities.	Number and type of assistance provided by EPA relating to incidents of elevated lead in drinking water.			Reduction in lead levels in drinking water systems with lead above the action level.	K. McGuire
Detection and elimination of illicit discharges to surface waters – some of which are used for drinking water – in and upstream of potential EJ areas of concern	(a) Number of illicit discharges identified and eliminated. (b) Number of information requests and inspections.	Inspections conducted and information requests issued to detect illicit discharges.	Illicit discharges eliminated in response to inspections, information requests, and issuance of enforcement actions.	Improved water quality in EJ areas of concern.	T. Borci

Environmental Justice Action Plans (FY2008-2009) Goal 2

Activities	Output	Applicable Outcome Measure			Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)	
Require elimination of combined sewer overflows (CSOs) and sanitary sewer overflows (SSOs) in areas that drain to waters used for drinking and recreation in potential EJ areas of concern.	<p>(a) Number of communities with long term control plans for CSOs.</p> <p>(b) Number of communities implementing Capacity, Management, Operation and Maintenance Programs plans to reduce SSOs.</p> <p>(c) Number of communities undergoing sewer separation.</p> <p>(d) Volume of overflows reduced.</p>			Number of potential EJ areas of concern potentially benefiting from protection of waters used for drinking water, aquatic life, and/or recreation. This measurement would be taken after the overall universe of activities were developed.	CSOs: G. Harding SSOs: M. Fedak

Goal 3: Land Preservation and Restoration

Objective 1: Preserve Land

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Consider EJ as a factor after targeting Underground Storage Tank (UST) inspections and follow-up.	Number of EPA inspections performed in potential EJ areas of concern.			Identification of environmental/public health threats in EJ areas requiring follow-up.	FY 06 – 12/118 FY 07 – 15/142 FY 08 – TBD	B. Torrey
Expedited UST settlement agreements concluded in potential EJ areas of concern.	Number of field citations concluded at sites in potential EJ areas of concern.			Corrective action of UST violations resulting in pollution prevention.	FY 06 – 2/15 FY 07 - 1/29 FY 08 – TBD	B. Torrey
Consider EJ as a factor in facility inspections for Spill Prevention, Control and Countermeasure (SPCC) Plans and Facility Response Plans (FRPs).	Number of inspections performed at sites in or impacting potential EJ areas of concern.			Identify facility SPCC plan violations or deficiencies. Test out (exercise) FRP for efficacy.	SPCC inspections 2006 – 20/54 2007 - FRP inspections 2006 – 12/21 2007 -	A. Johnson

Goal 3: Land Preservation and Restoration

Objective 2: Restore Lands

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Continue Resource Conservation and Recovery Act (RCRA) Corrective Action (CA) risk reduction activities at high priority facilities in potential EJ areas of concern	Attainment of 2 programmatic environmental indicators (EIs). Human Health EI and Groundwater Migration EI			Human exposure to hazardous substances under control and groundwater migration of hazardous substances under control	34 high priority RCRA CA facilities in potential EJ areas of concern FY 07 (cumulative) HHEI 34/34 GMEI 25/34 FY 08 - TBD	R. Cody
Consider EJ as a factor in Comprehensive Environmental Response Compensation and Liability Act (CERCLA aka Superfund) removal assessments.	Number of removal close-out memos at sites in or impacting potential EJ areas of concern			Identify potential human health and/or environmental threats that warrant CERCLA removal action	FY 07 – 5/14 FY 08 - TBD	A. Johnson
Perform CERCLA removal actions in potential EJ areas of concern	Number of removal actions started.			Abate immediate and short term risks to human health and/or the environment	FY 07 – 2/13 FY 08 - TBD	A. Johnson

Environmental Justice Action Plans (FY2008-2009) Goal 3

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Continue CERCLA National Priority List (NPL) site risk reduction activities in potential EJ areas of concern	Attainment of 2 programmatic environmental indicators (EIs). Human Health EI and Groundwater Migration EI			Human exposure to hazardous substances under control and groundwater migration of hazardous substances under control	47 Superfund NPL sites in potential EJ areas of concern (44 with GW concerns) FY 07 (cumulative) HHEI - 34/47 GWEI – 27/44 FY 08 - TBD	L. Brill

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Goal 4: Cross-Program Strategies - Healthy Communities and Ecosystems

Objective 1: Reducing elevated blood lead levels

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Continue initiative to end childhood lead poisoning in the City of Boston by 2008.	Annual decrease each year in number of lead poisoned children in City of Boston.			Eliminate childhood lead poisoning in the City of Boston by 2008.	2001 Baseline - 1,123 children with elevated blood lead levels in Boston. 2004 - 774 children with elevated blood lead levels in Boston 2005 – 497 children in Boston had elevated blood lead levels. 2006 – 460 children in Boston had elevated blood lead levels.	K. Rea
Support State Toxic Substances Control Act (TSCA) Lead Programs to service remaining vulnerable populations at risk.	(a) Number of trained and licensed abatement workers/ number of units or square feet abated and			Reduction of children's exposure to lead measured by decrease in the number of cases of children with	FY 2005 a) 2011 trained workers	J. Bryson and N. Barmakian

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
	(b) Number of enforcement cases of TSCA and other federal lead regulations. (c) Number and value of Supplemental Environmental Projects related to enforcement activities.			elevated blood lead levels.	b) 4 cases completed c) 3 of the 4 cases competed had SEPs with a total value of \$279,000	
Promote Lead Poisoning Prevention in potential environmental justice areas of concern and sensitive populations throughout New England (education/outreach efforts, compliance assistance, and coalitions/partnerships).	a) Number of workshops/targeted training b) Compliance assistance mailings to municipal building inspectors and homeowners/contractors.		Increased understanding of lead poisoning as a result of assistance and pollution prevention activities.	Reduction of children's exposure to lead in school, at homes, and outdoors Number of cases of children with elevated blood lead levels. Amount of pollution reduced as a result of enforcement activity in potential environmental justice areas of concern	a) 21 lead paint prevention workshops/ 650 people in attendance b) Mailings lead compliance assistance letters to 600 large and mid-sized painting contractors, home renovators and carpenters in NE	K. Rea, J. Bryson, N. Barmakian

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
	c) other outreach/ education efforts				c) letters sent to building inspectors/code enforcement officers and public housing authority directors in 340 municipalities across NE with greater than 10,000 people of concern.	
Implement Persistent Bioaccumulative Toxics strategy for mercury and lead, targeting outreach to urban communities and communities practicing ritualistic uses with mercury.	<p>(a) Identification of targeted affected communities. Priority education and outreach initiative within target area CBO's</p> <p>(b) Development of culturally appropriate outreach materials</p> <p>(c) Number of community-based organizations, health care providers and local government</p>		Increased understanding of the health risks posed through the ritualistic use of mercury.	<p>Mercury levels in environment based on the NESCAUM mercury inventory report and updates</p> <p>Decrease in the number of children in NE with elevated blood lead levels.</p>	<p>Grant award to JSI to conduct education on ritualistic use of mercury final report submitted.</p> <p>Implement the recommendation</p> <p>The Lawrence Environmental Action Group has conducted one of 10 focus groups to educate residents</p>	J. Weiss, K.Kyei-Aboagye, K. Rea

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
	organizations in affected communities receiving pertinent information.				about the dangers of using mercury-containing products as part of their EJ Small Grant.	
Provide state-of-the-art laboratory analytical services and technical assistance	a) Number of lead analysis conducted for projects such as Lead safe yards b) Technical assistance on lead projects	Identify potential health hazardous	Increase understanding of health risks.	Decrease in the number of children in NE with elevated blood lead levels.		Paul Carroll

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Goal 4: Cross-Program Strategies - Healthy Communities and Ecosystems

Objective 2: Collaborative problem-solving to address environmental justice issues

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Work with the Office of Site Remediation and Restoration and the Dorchester Bay Economic Development Corporation to organize a tour of proposed redevelopment area in Dorchester, Mass. (completed in FY 2007)	(a) Site tour completed with diverse participation of federal, state, and local agencies. (b) Most significant opportunities to address environmental and public health threats and concerns are clearly highlighted.	Meet with Dorchester Bay Economic Development Corp. Arranged to have a Mobile tour of the project areas during the Brownfields 2006 national Conference. Estimated number of attendees is 65.	Additional resources to address identified environmental and public health concerns are secured and improvements are implemented			C. Tucker and J. Younger
Continue Healthy Communities Grants and EJ Small Grants program.	Number of grants awarded to community-based organizations in potential EJ areas of concern.			Achieve measurable environmental and public health results in communities throughout New England. Measured by project/grant results.	Baseline for Healthy Communities Grant Program established in 2005 by competitively awarding 23 cooperative agreements. Baseline for EJ Small Grants Program in 2005 was four \$25,000	K.Kyei-Aboagye and K. Rea

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
					<p>grants awarded</p> <p>In 2006: A total of 22 cooperative agreements were awarded across New England, and 10 were for projects identified by the applicant as related to an EJ area of potential concern through the Healthy Communities Grant Program. There was a \$101,757 decrease in available funding compared to 2005. A total of 5 applications for EJSGs were received in 2006 and 2 awards totaling \$150,000 are expected to be made.</p>	

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
The Urban Environmental Program will conduct 2 stakeholder listening sessions in selected urban potential environmental justice areas of concern across the states of Massachusetts, Rhode Island, and Connecticut.	(a) By Dec. 2006, 1 listening session is conducted (b) By Dec. 2007, 1 additional listening session is conducted	(a) Citizens provide input and engage with other stakeholders in discussions that affect their communities. Measured by the number of citizens attending listening session. (b) Potential EPA follow-up actions identified and completed.	Increased community awareness of EPA activities which lead to greater public participation.			K. Rea
The Urban Environmental Program will continue restoration of urban land parcels and salt marsh along the Chelsea Creek.	Increased open, green space and salt marsh in and along the Chelsea Creek.			Increased amount of open, green space and salt marsh created in and along the Chelsea Creek.	Baseline was established in 2005 with 1 acre of urban salt marsh restored. Additional restoration delayed until 2007 due to challenges obtaining permits.	K. Rea

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Improving public participation on environment and public health issues for potential environmental justice areas of concern in Connecticut.	(a) Identify information gaps for other urban communities in Connecticut. (b) Number of outreach and forums in target Connecticut potential environmental justice areas of concern.	Number of outreach and forums in target Connecticut potential environmental justice areas of concern.	Improved public access and use of environmental data and improved public participation in Connecticut.		Baseline: 2006 2 Community Education Forums held in Hartford and New Haven	S. Johnson
Provide state-of-the-art laboratory analytical services and technical assistance	a) community gardens project, number of PAHs and toxic metal analysis b) number of analysis for toxic metals in support of Herbal medicine study	Identify potential health hazards associated.		Decrease exposure to toxic metals and other contaminants.		Paul Carroll and Janet Paquin

Goal 4: Cross-Program Strategies - Healthy Communities and Ecosystems

Objective 3: Revitalizing of brownfields and contaminated sites

Activities	Output	Applicable Outcome Measures			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Give priority to adoption/authorization of the Resource Conservation and Recovery Act Expanded Public Participation Rule.	Number of states authorized for this rule.		The requirements of this rule facilitate public outreach in potential EJ areas of concern.		CT and VT have adopted this rule. ME is working on adoption	E. Waterman
Provide grant funding to conduct Brownfields assessments, cleanups and redevelopments in potential environmental justice areas of concern.	(a) Number of Brownfield sites assessed. (b) Number of Brownfield site cleanups completed. (c) Number of acres made ready for reuse.	Greater understanding of Brownfields (grant opportunities) in potential EJ areas of concern.	Number of brownfield site redevelopments completed in potential EJ areas of concern. Additionally number of jobs created and dollars leveraged in potential EJ areas of concern.	Adverse risks of contaminated sites eliminated in several potential EJ areas of concern.	FY05 a) Assessments: 20 b) Cleanups: 3 c) Redevelopments Completed: 5 FY 06 a) 20* b) 7* c) 5*	C. Tucker
Implement EPA New England Brownfields Communications and Outreach Strategy.	(a) Number of workshops including webcasts reaching potential EJ areas of concern.	Greater understanding of Brownfields (grant opportunities) in potential EJ areas of concern.	Number of requests for targeted Brownfields assessments and number of Brownfield grant applications received addressing	Adverse risks of contaminated sites eliminated in several potential EJ areas of concern.	Baseline: Two publications produced in FY05 2005 Brownfields Program Summary of Success Stories	C. Tucker

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

	<p>(b) Number of success stories in potential EJ areas of concern.</p> <p>(c) Number of events in potential EJ areas of concern.</p> <p>(d) Number of Brownfields Job Training graduates from potential EJ areas of concern.</p>		potential EJ areas of concern.		and Rebuild New England through Brownfields Investments. FY05 job training graduates: 85.	
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Goal 4: Cross Cutting Strategies - Healthy Communities and Ecosystems

Objective 4: Pesticide education and outreach efforts, including promotion of Integrated Pest Management (IPM) and consumer safety

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short- term (awareness)	Intermediate (behavior)	Long-term (condition)		
Study of target public housing in New England on pesticides, IPM and incorporation of best management practices for IPM in public housing.	Number of units implementing best management practices.			Reduction of pesticides exposure in target public housing		K. Rea
Conduct Worker Protection Safety (WPS) inspections under the Federal Insecticide,	<p>(a) Number of inspections conducted.</p> <p>(b) Number of enforcement actions resulting from</p>	Increased awareness of the importance of compliance with FIFRA WPS as a	(a) Decrease in unregistered, mis-branded, or adulterated products in	Reduction in pesticides exposure to consumers.	<p>Baseline 2006</p> <p>a) 165 inspections</p> <p>b) 38</p>	N. Barmakian

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short- term (awareness)	Intermediate (behavior)	Long-term (condition)		
Fungicide, and Rodenticide Act (FIFRA).	inspections.	result of inspections.	commerce stream. (b) Increased consumer awareness of FIFRA as a consumer protection tool.		enforcement actions resulting from inspections	
Support Integrated Pest Management (IPM) in schools.	<p>Number of potential EJ areas of concern in New England benefiting from states adopting IPM regulations and/or programs</p> <p>Number of states adopting IPM regulations</p>			<p>Reduced exposure to pesticides to population in potential environmental justice areas of concern in New England as a result of states adopting IPM regulations and/or programs.</p>	<p>All six states have adopted some type of IPM in schools program.</p> <p>CT law SHB 5234 passed Banning pesticide use on schools. Among other things, the bill expands a ban on applying lawn care pesticides to K-8 school playing fields and playgrounds under DEP enforcement authority. Effective 10/01/2007</p>	R. Koethe

Goal 4: Cross Cutting Strategies - Healthy Communities and Ecosystems

Other Objectives

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short- term (awareness)	Intermediate (behavior)	Long-term (condition)		
Conduct Emergency Planning and Community Right-to-Know inspections	(a) Number of technical assistance sessions held in highly-populated urban areas. (b) Number of inspections conducted. (c) Number of enforcement actions resulting from inspections.	<p>– In FY’07, conducted EPCRA inspections of at least 90 facilities, nine of which are in EJ areas and many more of which are in highly populated urban areas.</p> <p>– In FY’07, held 30 EPCRA compliance assistance conferences, of which at least 20 were held in highly-populated urban areas. Also sent EPCRA postcards to hospitals in the region, including 72 in EJ areas.</p> <p>– In FY’07, issued at least 18 EPCRA administrative penalty orders, of which four were in EJ areas. [check # at end of year to confirm – includes projected APOs]</p>	<p>– Over 900 people were made aware of EPCRA requirements through attending the 20 FY’07 conferences held in highly-populated urban areas.</p> <p>– 19 facilities self-reported in FY’07 and corrected violations of EPCRA as a result of attending compliance assistance conferences [Tammy is working on determining which were in EJ areas. Will update.]</p> <p>– The number of EPCRA Tier II filers in MA and CT have increased between 2004 and 2006 (by 1,251 in MA and 194 in CT), likely as a result of increased understanding of regulations. We do not have current data for the other states.</p>	<p>– Emergency responders can now respond more safely to incidents at the newly-reporting facilities.</p> <p>– Since 2003, TRI releases to air and water have decreased in Boston, Providence, and New Haven by 126,505 pounds total.</p> <p>– Across the region, releases of persistent bioaccumulative toxins have decreased by 53,325 pounds since 2003.</p>	<p>FY2003 (a) technical assistance: unknown (Began tracking in ICIS in 2004) (b) inspections: 38 (c) enforcement actions: 1</p>	Deb Brown

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short- term (awareness)	Intermediate (behavior)	Long-term (condition)		
Provide opportunity for public involvement in reviewing and issuing approvals (e.g. federal review process or state/local process) for PCB Toxic Substances Control Act (TSCA) risk-based cleanups in potential EJ areas of concern across New England.	Number of risk-based approvals issued in potential environmental justice areas of concern in New England.		Improved public engagement and involvement in TSCA PCB cleanup approvals.			K. Tisa
Coordinate with regional Office of Environmental Review to incorporate EJ assessments into Environmental Impact Statement (EIS) projects.	Number of EIS documents that address EJ issues		EJ is incorporated into EIS scoping comments and documents and is considered in decision-making process.		Baseline for 2005 is the EJ implications for 5 regionally significant projects were assessed. For one proposed project, the Rt 6/10 Interchange in Providence, the relocation of 43 low-income elderly residences was avoided.	K.Kyei-Aboagye and P. Hill

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short- term (awareness)	Intermediate (behavior)	Long-term (condition)		
					During 2006, the EJ implications of 2 regionally significant projects were assessed. The projects were both LNG facilities that were proposed to be sited in Northern Maine	

Goal 4: Communication

Internal Communication

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Implement EPA New England Brownfields Communications and Outreach Strategy.	<p>(a) Number of workshops in potential EJ areas of concern.</p> <p>(b) Number of success stories in potential EJ areas of concern.</p> <p>(c) Number of events in potential EJ areas of concern.</p>			<p>Greater understanding of Brownfields (grant opportunities) in potential EJ areas of concern. Surrogate measures are the number of requests for targeted Brownfields assessments and number of Brownfield grant applications received addressing potential EJ areas of concern. Number of state site assessment and cleanups conducted utilizing state 128(a) grant funding.</p>	<p>Two publication produced in FY05 <u>2005</u> <u>Brownfields Program</u> <u>Summary of Success Stores</u> and <u>Rebuilding New England</u> <u>through Brownfields Investments</u></p>	C. Tucker

Goal 4: Communication

Internal Communication

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Conduct outreach on the new EJ Action Plan for Fiscal Years 2007-2008.	<p>(a) Deputies brief staff at least once a year using power point describe in item (d) below.</p> <p>(b) EJ Council briefs Regional Administrator and Deputy Regional Administrator.</p> <p>(c) Plan posted on intranet site.</p> <p>(d) Power point presentation similar to the one done in 2002 for the Regional Administrator and the Office Directors-- everyone on the EJ Council should participate in its development, learn the presentation and, at a minimum, the Deputies should discuss it with their staff</p>			<p>Increased staff understanding of EJ and of the work being done in the region to address EJ-related concerns. Staff are better able to incorporate EJ considerations into their work.</p> <p>Measures: (a) Number of staff briefed on the EJ Action Plan. (b) Hits on the EJ intranet site. (c) Participation and feedback at EJ-related the brown bag lunch or Town Meeting and lunch & learn events. (d) Number of nominations received for the EJ Hero(es). (e) Number of nominations received for the annual EJ Award</p>	<p>New item. No baseline available.</p> <p>Measures:</p> <p>About 75 people attended the February EJ Lunch and Learn presentation, Assuring Fairness and Justice in the Access to Environmental Amenities with James Hoyte and Larry Charles. About 40 people attended the EJ Council's September lunch and learn presentation: CT Commissioner Gina McCarthy "No Child Left Inside".</p>	Deputies, EJ Council and K.Kyei-Aboagye

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
[NEW] Reiterate regional commitment to EJ.	<p>(a) All-EPA message from the Regional Administrator reaffirming commitment to EJ that describes national EJ strategic planning, regional priorities and future regional EJ training opportunities (consider reaffirming policy).</p> <p>(b) Focus next issue of EJ News on regional priorities (consider articles on the EJ Council as an accountability mechanism for EJ, staff that support EJ and why (human interest), Regional Administrator/Deputy Regional Administrator support, commitment and leadership on EJ).</p> <p>(c) Display posters in Boston and Chelmsford offices describing what the</p>			Same as above	New item. No baseline available	J.Younger/ Sharon Wells

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
	top four regional EJ priority issues are, why and what we are doing to address them					
[NEW] Host anniversary series of monthly EJ-related events during calendar year 2007-2008	(a) Brown bag lunch or Town Meeting on EJ concerns with Bob and Ira. (b) Lunch & Learns. (c) Recognize semi-annual EJ Hero(es) with time-off awards			Number of people that attend the Lunch and Learns, and number of awards given	New item. No baseline. See measures above of participation at recent EJ-related events.	Kwabena Kyei-Aboagye/ Sharon Wells
[NEW] Market annual regional EJ Award	Number of nominations submitted and awarded.			Number of nomination awarded	1 nomination received each year in CY 2006 and 2007	J. Younger/ Sharon Wells
Maintain EJ intranet site.	Routinely updated pages.			Number of updates per year	Updated once in FY 2006-2007.	K.Kyei-Aboagye M.Castagna
Publish and distribute EJ newsletter	Newsletters produced.			Number of EJ newsletter produce	Published two in FY 2008.	Michael Castagna
Conduct outreach to identify staff who are willing to translate materials, as needed, and populate the Regional Science Council's Employee	As appropriate, make directory available to EPA New England managers via intranet			Provide inexpensive resource for translation and other services for staff working with non-English	New item. No baseline available.	F. Weeks

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Skill Database with this information.				speaking populations. Measurable via number of staff included in the Employee Skills database with translation capabilities, intranet hits and translation requests met.		

Goal 4: Communication

External Communication

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Conduct outreach on the new EJ Action Plan for Fiscal Years 2007-2008.	(a) Plan posted on regional and HQ internet sites. (b) Article on external components of the revised plan published in the FY 08 <i>EJ News</i>			Increased external understanding of EJ, including potential to reach non-English speaking populations. Measures: (a) EJ internet site hits. (b) Number of EJ facts sheets or brochures distributed or downloaded. (c) Participation at Massachusetts EJ Outreach Team meetings. (d) Number of newsletters distributed and subscribers, plus any feedback. (e) Number of grant applications received from EJ list service members and members at events,	New item. No baseline available.	Deputies, EJ Council and K.Kyei-Aboagye

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
				plus any feedback. (f) Number of Brownfields and Healthy Communities grant applications		
[NEW] Complete the EJ visioning effort and general program communication tools	(a) EJ Program vision statement. (b) Informational EJ fact sheet/ brochure, possibly in multiple languages.			Urban Work fact sheet/brochure and multi-lingual materials to communicate risks from exposure to mercury containing products from ayurvedic practices and other cultural uses.	New item. No baseline available	EJ Council and K.Kyei-Aboagye M.Castagna/ M. J. Minor-Gordon
[NEW] Participate in Massachusetts Environmental Justice Outreach Team meetings	Number of meetings attended.			Attended at least one meeting each quarter in FY 2007. Need to keep better record of attendance in future	Participated in about 4 meetings during FY 2006. Waiting for invitation	K.Kyei-Aboagye
Maintain EJ internet site	Routinely updated pages			Updated at least once in FY 2007.	Updated once in FY 2006.	Michael Castagna/ Kwabena Kyei-Aboagye

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Publish and distribute EJ newsletter in FY 08	Newsletters produced.			Number of newsletter produce	Published two in FY 2008.	Michael Castagna/ Jerry Minor-Gordon
Maintain e-mail list serve to inform stakeholders about EJ-related funding opportunities and events.	Number of messages sent.			Number of Listserve messages sent in FY 2008	17 Listserve messages sent in FY 2007	Kwabena Kyei-Aboagye
Implement EPA New England Brownfields Communications and Outreach Strategy.	(a) Number of workshops in potential EJ areas of concern. (b) Number of success stories in potential EJ areas of concern. (c) Number of events in potential EJ areas of concern.			Greater understanding of Brownfields (grant opportunities) in potential EJ areas of concern. Surrogate measures are the number of requests for targeted Brownfields assessments and number of Brownfield grant applications received addressing potential EJ areas	Two publication produced in FY06 Brownfields Program Summary of Success Stores and Rebuild New England through Brownfields Investments	C. Tucker

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
				of concern. Number of state site assessment and cleanups conducted utilizing state 128(a) grant funding.		
Conduct outreach to potential applicants from potential EJ areas of concern for the Healthy Communities Grant Program.	Number of potential applicants from potential EJ areas of concern reached by Healthy Communities Grant Program Mailing List			Projects with measurable environmental and public health results completed in potential EJ areas of concern.	No data available.	K. Rea
Training and Tools [NEW] Update the EJ Functional Guidance Compendium	Revised document that: (a) Reflects the Office of General Counsel decision; (b) Includes a new chapter on National Environmental Policy Act and Environmental Impact Statements; (c) Changes to the Mapping Tool; and (d) Includes other tools/data that are			Accurate and more comprehensive EJ guidance available for staff.	New item. No baseline available.	P. Hill

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
	available for determining disparate impacts (i.e., the Children's Risk Assessment Handbook)					
Make staff aware of the Updated EJ Functional Guidance Compendium.	Send all-EPA with a slideshow describing the major changes to the EJ Functional Guidance Compendium and a link to the updated version on the intranet.			Staff are better able to incorporate EJ considerations into their work. Measured by number of hits on the intranet site and the number of copies requested.	New item. No baseline available.	P. Hill and F. Weeks
[NEW] Update the Mapping Tool.	Data layers on: (a) community groups; and (b) health (i.e., asthma, heart disease, diabetes, high blood pressure, etc.)			Staff are better able to incorporate EJ considerations into their work. Measured by hits on mapping tool and request received by the GIS Center to produce maps with the EJ data layer	The GIS Center completed 29 tasks 2005 for a total work effort of 341 hours. The Intranet EJ mapping tool hits, defined as hits on the page ejhome.asp, were 1452 hits from 135 unique clients.	P. Hill

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
					The Information Center Problem Tracking System had no requests for EJ Tool/Map assistance.	
Conduct ongoing EJ Awareness Training, including training on the EJ Functional Guidance Compendium and the EJ Mapping Tool, for new staff and student interns	(a) Conduct training session for new staff and student interns in mid-June, 2006. (b) Number of staff /student interns trained.			Increased understanding of EJ. Staff are better able to incorporate EJ consideration into their work. Measured by pre-, post-test results, course evaluation, EJ Award nominations, initiatives related to training.	98% of staff already trained	Kwabena Kyei-Aboagye and J. Muniz
<u>Government Coordination</u> [NEW] Work with other agencies (i.e., HHS, HUD, CDC,	(a) Discuss with EJ Council and the Deputy and Regional Administrators, the viability of convening a meeting of this			Creation of institutional framework for sustained collaboration among federal		P. Hill

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
DOJ and DOE) to pull together a group to discuss EJ issues that we can work on together and/or need their support on.	group. (b) If deemed viable, convene meeting. (c) Determine action plan of collaborative projects with measurable environmental and public health results.			agencies to advance mutual EJ objectives.		
[NEW] Work with the New England states to advance our mutual EJ goals.	(a) Discuss with EJ Council and the Deputy and Regional Administrators, the viability of reconvening a meeting of the EPA/State Title VI Workgroup. (b) If deemed viable, reconvene group. (c) Determine action plan of collaborative projects with measurable environmental and public health results. (d) Encourage New England states to incorporate EJ considerations into the Performance Partnership			(a-c) Creation of institutional framework for sustained collaboration among state agencies to advance mutual EJ objectives. (d) Greater integration and consideration of EJ in state activities (measurable via number of EJ activities in PPAs).		P. Hill, J. Younger and EPA State Directors

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
	Agreements (PPAs) developed between EPA and each state.					
[NEW] Work with tribes to advance our mutual EJ goals	(a) Extend EJ Council membership to a representative from EPA's Tribal Program. (b) Discuss with EJ Council and the Deputy and Regional Administrators, the viability of convening a meeting with tribal leaders. (c) If deemed viable, convene meeting. (d) Determine action plan of collaborative projects with measurable environmental and public health results.			Creation of institutional framework for sustained collaboration among federal agencies to advance mutual EJ objectives.		Lois Adams
Build/enhance Interstate partnerships (NEWMOA, NEIWPCC, NESCAUM).	(a) Discuss with EJ Council and the Deputy and Regional Administrators, the viability of convening a meeting with interstate			Creation of institutional framework for sustained collaboration among federal agencies to		P. Hill

Environmental Justice Action Plans (FY2008 – 2009) Goal 4

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
	organizations. (b) If deemed viable, convene meeting. (c) Determine action plan of collaborative projects with measurable environmental and public health results.			advance mutual EJ objectives.		
<u>Measurement</u> Evaluate EJ Mapping Tool and implement new modifications, if necessary.	(a) Survey feedback. (b) Modified tool.			EJ Mapping Tool is better integrated into everyday work (measurable via number of hits on mapping intranet site, GIS center requests).	The GIS Center completed 29 tasks 2005 for a total work effort of 341 hours. The Intranet EJ mapping tool hits, defined as hits on the page ejhome.asp, were 1452 hits from 135 unique clients.	P. Hill
Evaluate implementation of the EJ Functional Guidance Compendium and implement new modifications, if	(a) Survey feedback. (b) Modified tool.			Functional guidance is further integrated into everyday work. Surrogate measure is the result of survey feedback.	None available.	J. Younger/Sharon Wells

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Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
necessary.						
[NEW] Develop a measurement and evaluation tool that links environmental and public health results to the activities in the EJ Action Plan. The tool should be able to compare annual measures to baseline data to show trends and environmental progress.	Measurement and evaluation tool that identifies successful activities and areas for improvement.			Implement recommended changes to improve EJ Program.	None available.	J. Younger Sharon Wells

Goal 5: Compliance and Environmental Stewardship

Objective 1: Ensuring compliance

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Coordinate Regional work under the CARE (Community Action for a Renewed Environment) Program	CARE grants awarded and managed by Region 1. Completion of CARE activities as specified in CARE workplans. EPA support for CARE communities.	Increased awareness and understanding of environmental risks in CARE communities by community/ municipal organizations.	Development of community-based action plans to address highest environmental risks. Formation of sustainable organizations to achieve long-term goals.	Reduced exposure in targeted communities to environmental hazards.	There are currently 6 CARE recipients in Region 1.	M. Dever-Putnam
Use EJ Mapping Tool to identify inspections conducted and enforcement actions brought in potential EJ areas of concern during each year.	<p>(a) By mid-November, determine the number of inspections completed and enforcement actions initiated and completed in potential EJ areas of concern for FY07.</p> <p>(b) For FY08, identify EJ inspections targets and potential EJ enforcement cases, by program.</p> <p>(c) Monitor, quarterly, the number of OES inspection and enforcement actions for EJ.</p>		Quantify the percent of activities undertaken to address environmental and public health problems.	<p>(a) Calculate the Pounds of pollution reduced as a result of enforcement activity.</p> <p>(b) Quantify the environmental improvements, pollutant reductions or risk reduction (measured, for example, by acres of wetlands reclaimed, pounds of volatile organic compounds removed, changes to greener industrial processes, etc.) result from activities, including from</p>	<p><i>Baseline Year:</i></p> <p>See Attachment A, “Goal 5: Compliance and Environmental Stewardship (Objective 1) FY05 Inspection and Enforcement Stats in EJ Areas”</p> <p><i>Subsequent Years:</i></p> <p>See Attachment B “Goal 5: Compliance and</p>	OES Enforcement Manager (Deborah Brown)

Environmental Justice Action Plans (FY2008 – 2009) Goal 5

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
				implementation of Supplemental Environmental Projects.	Environmental Stewardship (Objective 1) FY06 Inspection and Enforcement Stats in EJ Areas”	
Active outreach to communities on pollution prevention and regulatory compliance assistance, by conducting projects that reduce disproportionate impacts in potential EJ areas of concern, including on site technical assistance to metal finishers greater Providence RI to reduce their use of hazardous solvents (TCE) impacting nearby neighbourhoods.	Number of facilities that are provided with technical assistance	Increasing a company’s awareness of the benefits of developing an EMS	Number of facilities that test and then use alternative cleaning methods.	Environmental improvements, pollutant or risk reduction (measured by pounds or gallons of TCE removed).	Initial identification of 24 shops that needed assistance.	L. Darveau
Continuing and expanding the Performance Track	Number of companies reached through assistance and	Increasing a company’s awareness of the	Number of companies that join Performance Track	Environmental improvements, pollutant or risk	Performance Track has 45 members as of	J. Holbrook

Environmental Justice Action Plans (FY2008 – 2009) Goal 5

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
Program.	outreach efforts.	benefits of participating in Performance Track.	and participate in Performance Track Programs.	reduction resulting from Performance Track company actions in potential EJ areas of concern.	2007, 5 of which are in potential EJ areas.	
Conducting a compliance and P2 assistance program to provide urban hospitals with compliance assistance and help in reducing mercury/toxics use.	Number of health care facilities reached through assistance and outreach efforts.	Increase the environmental awareness of health care facilities.	Number of facilities that join and continue to participate in the Hospitals for a Healthy Environment (H2E) program, disclose violations, or otherwise indicate performance changes.	Improved mercury/toxics use reduction as measured by data submitted by applicants in potential EJ areas of concern.	There are 190 acute care hospitals, 260 major hospitals in NE	J. Bowen
Conducting Smartway Program by recruiting private sector partners to control diesel idling emissions. An additional focus in '08 will be diesel idling in ports.	Number of potential Smartway partners reached through assistance and outreach efforts	Increasing a company's awareness of the benefits of participating in the Smartway Program.	Number of companies that join the Smartway Program and take steps to control diesel idling emissions	Improve air quality by decreasing diesel idling and greenhouse gas emissions by participating Smartway companies in potential EJ areas of concern	No. of Smartway partners	A. Swaine
Reducing sanitary sewer overflows through both enforcement and	Number of municipalities reached through enforcement	Increase the awareness of municipalities regarding the need	Number of completed wastewater collection system	Improve water quality by reducing sanitary sewer overflows in urban	The RI strategy is focused on all collection systems in the	A. Leiby

Environmental Justice Action Plans (FY2008 – 2009) Goal 5

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
assistance to improve wastewater collection systems and promote the goals of sustainable water infrastructure.	and assistance and efforts. In FY08 there will continue to be a state wide focus on SSOs in RI as part of an OES integrated strategy.	for improvement plans for wastewater collection systems	improvement plans by municipalities.	areas.	state.	
Continue capacity-building efforts in the area of compliance assistance and regulatory matters with federally-recognized tribes	(a) Number of meetings. (b) Number of workshops.	<p>– One 8-hr health and safety refresher training held for Northern tribes in FY '07 at Penobscot Reservation (3/26/07). Eighteen tribal members attended.</p> <p>– Both Southern and Northern tribes offered opportunity to attend the health and safety refresher at TNEC UMA Lowell. To date, no one has registered. One session remaining in September.</p> <p>– Tribes were also offered the opportunity to attend the 40 hour</p>	<p>Eighteen tribal members who attended the health and safety refresher training have improved capacity to confront threats to health and the environment.</p> <p>Eleven tribal members have improved capacity to manage asbestos properly as a result of asbestos training. They also have improved capacity to monitor and inspect environmental operations on tribal lands.</p> <p>Improved understanding of</p>	<p>Improvements in confronting threats to health and the environment.</p> <p>Improvements in managing asbestos properly.</p> <p>Improvements in monitoring and inspecting environmental operations on tribal lands.</p> <p>Better hazardous waste and asbestos</p>		Deb Brown

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Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
		<p>Hazardous Waste Site Worker Training at TNEC-UMA Lowell between May and July. No one registered.</p> <p>– Asbestos Inspector Initial (AII) and Asbestos Management Plan Initial (AMPI) training held 4/30/07-5/4/07 at Passamaquoddy Reservation, Pleasant Point, ME. Eleven tribal members attended.</p> <p>– Lead Safe Ranger training will be conducted at the Houlton Band of Malisects from 8/29/07-8/31/07.</p> <p>– AHERA and RCRA compliance assistance provided during visit to Passamequoddy school in June '07.</p>	<p>RCRA and AHERA requirements at Passamaquoddy school should result in better hazardous waste and asbestos management.</p> <p>Improved understanding of Safe Drinking Water Act requirements should result in the tribes having safer drinking water.</p>	<p>management.</p> <p>Safer drinking water.</p>		

Environmental Justice Action Plans (FY2008 – 2009) Goal 5

Activities	Output	Applicable Outcome Measure			Baseline	Contact
		Short-term (awareness)	Intermediate (behavior)	Long-term (condition)		
		– Compliance assistance offered to all 6 tribal drinking water systems.				
Promote Safe Chemical Management in K-12 Schools, by providing outreach to schools (and other audiences) and facilitating/encouraging chemical clean-outs in New England schools.	<p>(a) Promotion of national Schools Chemical Cleanout Campaign (SC3) via education of schools & those who work or could partner with schools (through emails, written communication, workshops, etc)</p> <p>(b) On site assistance to school districts on improving chemical management, with preference given to communities with less resources, including EJ area</p>	<p>Greater number of schools aware of SC3.</p> <p>Greater awareness amongst potential partners of SC3.</p>	<p>Increase in New England schools developing and implementing for the purpose of addressing chemical management in Schools.</p> <p>Schools adopting chemical management policies.</p> <p>.</p>	<p>Hazardous chemical shipment off-site in subset of New England schools through use of SEPs, grants, contracts, and on-site assistance provided by EPA.</p> <p>Reduction of amount of hazardous chemicals within schools, resulting in a safer and healthier school environment.</p>		<p>J. Jouzaitis,</p> <p>D. Peavey,</p> <p>Region I</p>

Goal 5: Compliance and Environment Stewardship (Objective 1)

FY05 Inspection and Enforcement Stats in EJ Areas

Baseline Year:

Number of Inspections Conducted in EJ Areas

In FY05, Region I conducted 105 inspections (out of 605) in potential EJ areas.

Number of Enforcement Actions in EJ Areas

In FY05, Region I initiated and completed the following enforcement actions in potential EJ areas:

- 5 of 41 AOs (12%)
- 5 of 60 APOs (8%)
- 1 of 14 Referrals (7%)
- 11 of 67 CAFOs (16%)
- 1 of 15 CDs (7%)

Pollutants Reduced/Eliminated

726,513 pounds of pollutants were reduced/eliminated and included TCE (20 lbs), VOCs (10 lbs), TSS (402,189 lbs), BOD (289,119 lbs), ammonia (35,153 lbs), and dioxins/furans (22 lbs).

6 acres of wetlands were mitigated.

31 housing units had lead paint windows removed/replaced.

Environmental Improvements/Actions Taken as a Result of Enforcement in EJ Areas

Actions that facilities took in order to return to compliance:

- emission/discharge change (install/modify controls)
- lead detection
- monitoring
- record keeping
- source reduction
- reporting
- labeling

- auditing
- industrial/municipal process change (including flow reductions)
- installation of treatment system
- implementing best management practices
- replacing lead paint covered windows

Subsequent Fiscal Years

Goal 5: Compliance and Environmental Stewardship (Objective 1) **FY06 Inspection and Enforcement Stats in EJ Areas**

Number of Inspections Conducted in EJ Areas

In FY06, Region I conducted approximately 290 field inspections (out of 1,027) in potential EJ areas.

Number of Enforcement Actions in EJ Areas

In FY06, Region I initiated and completed the following enforcement actions in potential EJ areas:

- 9 of 56 AOs (16%)
- 20 of 93 APOs (22%)
- 3 of 26 Referrals (12%)
- 16 of 90 CAFOs (18%)
- 2 of 22 CDs (10%)

Pollutants Reduced/Eliminated

1,537,961 pounds of pollutants were reduced/eliminated and included TCE (5,000 lbs), NOX (260,000 lbs), TSS (603,004 lbs), ammonia (310,359 lbs), and freon (10,000 lbs).

57 housing units had lead paint windows removed/replaced.

Environmental Improvements/Actions Taken as a Result of Enforcement in EJ Areas

Actions that facilities took in order to return to compliance:

- emission/discharge change (install/modify controls)
- monitoring
- record keeping
- source reduction
- reporting
- labeling
- auditing
- industrial/municipal process change (including flow reductions)
- installation of treatment system
- implementing best management practices
- replacing lead paint covered windows